GOVERNMENT OF MYSORE.

FOOD, CIVIL SUPPLIES AND LABOUR DEPARTMENT (LABOUR).

Labour Disputes.—Industrial Dispute between the Workmen and the Management of Kirloskar Electric Co., Ltd., Bangalore.

Award of the Additional Industrial Tribunal, Bangalore—Published.

Read the following papers :—

(i) Letter No. A. I. T. No. 847/67-68 dated 3rd January 1968 from Shri V. C. Ramachandran Presiding Officer, Additional Industrial Tribunal, Bangalore.

BEFORE THE ADDITIONAL INDUSTRIAL TRIBUNAL IN MYSORE, BANGALORE.

Dated 30th December 1967.

Present

Shri V. C. Ramachandran, B.A., BSc., (London) Bar-at-law
Presiding Officer.

A. I. D. No. 33 of 1967.

I Party.	*II Party.*
Workmen of the Kirloskar Electric Co., Ltd., Bangalore.	Management of the Kirloskar Electric Co., Ltd., Bangalore.

Appearances

For the I Party :—Sri K. Subba Rao, Advocate, Bangalore.

For the II Party —Sri V. L. Narasimha Murthy, Advocate, Bangalore.

Reference Government Order No FCL 275 LLE 67, Bangalore dated 9th November 1967.

AWARD.

The Government of Mysore referred an industrial dispute between the workmen and management of Kirloskar Electric Co., Ltd., Bangalore, in thier order No. PLM 25 LLD 64. dated 24th February 1964, under Section 10 (1) (d) of the Industrial Disputes Act, 1947, to then Additional Industrial Tribunal, Bangalore, There were two points of dispute referred to that tribunal *viz.* (1) whether the workers mentioned in the Annexure are justified in demanding reinstatement with back wages and (2) whether the management was justified in terminating their services. Subsequently by an Order No. PLM 210 LLD 64 dated 29th September 1964 the Government in exercise of their power under Section 33 (B) of the Industrial Disputes Act, 1947, withdrew the proceedings pending before the Additional Industrial Tribunal and transferred the said proceedings to the Industrial Tribunal for disposal. Again the Government withdrew the proceedings before the Industrial Tribunal by an Order No. FCL 275 LLE 67, dated 9th November 1967, and transferred the said proceedings to the Additional Industrial Tribunal. It was registered as A.I.D. No. 33 of 1967 and taken on file.

2. The I Party *viz.*, workmen of the Kirloskar Electric Company, Ltd., represented by Kirloskar Electric Co. Employees Association, have filed a statement of claim in which they contend that the workmen whose names are given in the Annexure to the Reference were employees of the II Party Management. The II Party surreptitiously and with ulterior motive were treating them as Contract Labour denying them various facilities and advàntages which other workmen were given. The Union gave a Notice demanding abolition of contract labour and to treat the workmen as regular and permanent workers of the company, On receipt of the Notice the Management unjustly and illegally terminated the services of all the workmen under Reference in the guise of terminating the so called contract with the contractors. The I Party submits that the act of the management amounts to unfair labour practice and is against the code of discipline, and demands that the workers should immediately be taken back with all consequential reliefs. These workmen have been doing continuous perennial and permanent work inside the factory premises and they have been in the service from 1 to 7 years continuously without any break. The Management instead of regularising and treating them as workmen of the factory, have been treating the

said workmen as Contract Labour in order to deprive them of their legitimate benefits like Security of service, proper wages, D.A., Gratuity, Provident Fund etc. The termination of the services of these workmen is unfair, unjust, arbitrary and amounts to unfair labour practice and victimisation, and hence the prayer for reinstatement with back wages and continuity of service.

3. The II Party opposed the claim for reinstatement of the workers under Reference on various grounds with which it is probably not necessary to deal in extenso. Apart from the technical objections taken by the II Party, The Management contended that these workmen are not their employees but they have been engaged by the Contractors and the matter of payment, Time of work, and the maneer of doing the work were all under the Control of the independent Contractors, and the II Party had nothing to do with those things. The Management denied that they had surreptitiously or with ulterior motive treated them as contract labour in order to deny them various facilities and advantages. It is the I Party who took law into their own hands by intimidating the persons engaged by the contractors and making it impossible for the contractors to carry on the work entrusted to them. The I Party is therefore responsible for the termination of the services of the persons mentioned in the Reference as the contractors pleaded their inability to complete the work undertaken by them as the persons engaged to complete the work were no longer in their control but were controlled by the I Party who stopped them at the Gates. The II Party never terminated the services of the persons listed in the Annexure, nor did they adopt any unfair labour practice. The II Party never took any action against the workers and, if at all, the I Party has to proceed against the contractors and not against them. The question of reinstatement with or without back wages and continuity of service does not arise at all. The II Party prayed that the Reference be dismissed with costs.

4. A number of issues have been raised on the pleadings. But it would be unnecessary to go into any of those issues, because the parties had stated before the tribunal that the matter is settled out of court and that the subject matter of this Reference forms part of the overall settlement dated 19th December 1967. The matter referred to this tribunal has been settled under clauses (4) and (8) of the over-all settlementand those clauses are as follows :—

2) The management and Workmen represented by the Association agree that in the Reference I.D. No. 34/64 renumbered as A.I.D. No. 33/67 regarding reinstatement of certain persons working under contractors as detailed in Notification No. FCL 275 LLE 67, dated 9th November 1967 (published on page 5397 to 5415 of the *Mysore Gazette*, Part IV dated 30th November 1967) of the Government of Mysore in the Labour Department, the Association does not press for reinstatement or any other relief excepting what is stated in paragraph No. 8 of this Agreement.

8 (*a*) It is hereby agreed that without prejudice to the contentions of the Management that the workmen referred to in Reference No. A.I.D. 33/67 as being not its workmen and as such, there being no liability for the Management to pay sum, in view of the overall settlement entered into this day between the Employer and the workmen represented by the Association, the Employer agrees to make an *ex-gratia* payment to each of the workers mentioned in the Annexed Schedule the amount mentioned against his name in full and final settlement of all the claims arising out of the said reference or otherwise.

(*b*) The Association agrees that it has no further dispute whatsoever on this account and does not press for any other relief in this Reference and also undertakes not to raise any further dispute about the same subject matter. The amounts agreed to be paid shall be disbursed after suitable identification by the Contractors under whom the said workmen have worked or by the Secretary of the Association. In the event of any of the workmen mentioned in the Reference not having worked under any of the Contractors or if any of the said persons are already in the employment of the Company, such persons will not be entitled to the amounts mentioned in the Annexure, against their names.

(*c*) The amount so agreed to be paid will have to be claimed by the persons entitled to it within six months from the date of this settlement failing which no claim will be entertained.

(*d*) It is agreed to by the parties that this part of the Settlement shall be brought to the notice of the Additional Industrial Tribunal and the Additional Industrial Tribunal be moved to pass an award accordingly.

5. In my view the Settlement is both fair and reasonable as it sets at rest the dispute between the parties and also the workmen stand to benefit by the *ex-gratia* payment made to each one of them. I therefore accept the Settlement and pass the following Award in terms of the Settlement reached between the parties. The Award will be as per clauses (2) and (8) of the over-all Settlement dated 19th December 1967 between the parties, referred to above in respect of the workers under reference as per the Annexure to this Award which gives the names of the workers and the amount to which they become eligible as *ex-gratia* payments by the management. The Settlement is annexed to this Award and it shall form part of this award.

6. There will be no order as to costs.

V. C. RAMACHANDRAN,

Presiding Officer,
Addl. Industrial Tribunal.

ANNEXURE.

MEMORANDUM OF SETTLEMENT

between

Kirloskar Electric Company Ltd. Rajajinagar, Bangalore.

and

Its Workmen

represented by

Kirloskar Electric Co. Employees' Association, Malleswaram, Bangalore-3.

19th December 1967.

Form No. H

(*See* Rule 59)

Form for Memorandum of Settlement

Names of Parties :

Representing Employer :

Sri. K. S. Lakshminarayana Rao, Secretary,
Ms. Kirloskar Electric Co, Ltd., Rajajinagar, Bangalore.

Representing Workmen :

1. Sri. M. S. Krishnan, President, KEC. Employees Association,
2. Sri. U. S. Venkataraman " General Secretary
3. Sri. M. S. Neelakantiah, " Joint Secretary
4. Sri. D. N. Krishna Reddy, " Treasurer
5. Sri. Huchaiah, Asst. Secretary

Short Recital of the Case:

WHEREAS Kirloskar Electric Company Limited, Bangalore (hereinafter called the "Employer") and the Workmen of Kirloskar Electric Company Ltd., represented by Kirloskar Electric Company Employees' Association (hereinafter called the "Association") discussed various matters arising out of the Association's Notices of demands dated 5th and 6th September, 1966, 23rd May 1967 and 11th December, 1967 and various other matters;

NOW THERFORE both parties hereby have agreed that a number of matters arising out of the demands referred to above should be settled and hereby enter into an agreement on the following terms and conditions.

TERMS OF AGREEMENT

(*Vide* Deed of Settlement)

Repres-nting Employer

For Kirloskar Electric Co., Ltd.,

(Sd) Lakshminarayana Rao,
19-12-1967

K. S. Lakshminarayana Rao,
Secretary.

Representing Workmen

(Sd) M. S. Krishnan 19-12-1967

M. S. Krishnan, President.

(Sd) U. S. Venkataraman,
19-12-1967

U. S. Venkataraman,
General Secretary.

(Sd) M. S. Neelakantiah
19-12-1967

M. S. Neelakantaiah
Jt. Secretary.

(Sd) D. N. Krishna Reddy

19-12-1967

D. N. Krishna Reddy, Treasurer

(Sd) Huchaiah 19-12-1967

Huchaiah, Asst. Secretary.

Witnesses:

1. M. R. K. Rau, (Sd) M. R. K. Rau, 19-12-1967

2. H. D. Hukeri (Sd)
H. D. Hukeri
19-12-67

Bangalore,

Date: 19th December, 1967.

MEMORANDUM OF SETTLEMENT

Settlement arrived at Bangalore this the Nineteenth day of December, One Thousand Nine Hundred and Sixty Seven BETWEEN the Kirloskar Electric Company Ltd., having its Registered Office at Bangalore (hereinafter called the "Employer") of the First Part *AND* the workmen of the Kirloskar Electric Company Ltd., represented by their Association-Kirloskar Electric Company Employees' Association, Vinayaka Building, First Cross Road, Malleswram. Bangalore-3 (hereinafter called the "Association") of the Second Part;

Whereas the Association submitted to the Employer its Charter of Demands dated 5th and 6th September, 1966;

Whereas the matter was taken up in Conciliation and the same ended in failure;

Whereas the Government of Mysore, after due consideration rejected some of the Demands as not meriting referance, and referred some other to the Additional Industrial Tribunal, Bangalore;

Whereas by its letter dated 23rd May 1967, the Association made a demand for enhancement of Dearness Allowance-*Cum*-High Cost of Living-Neutralisation Allowance and the said demand was referred for adjudication to the Industrial Tribunal, Bangalore, *Vide* Notification No. LMA/402/LLD/67 of 14th June, 1967 of the Government of Mysore in the Labour and Municipal Administration Department and registered as Reference I. D. No 36/67 with the said Industrial Tribunal; the said reference having since been transferred to the Additional Industrial Tribunal, *Vide* Government of Mysore, Labour Department Notification No. FCL/402/LLD/67 of 31st July, 196 ;

Whereas the matter relating to the demand for reinstatement of certain persons alleged to be working under Contractors is pending before the Additional Industrial Tribunal, Bangalore, *Vide* reference A. I. D. 33/67;

Whereas negotiations took place between the aforesaid Parties in the above connection, *vide* Company's letter Sect/KEC/ASSN 145(5)/604 dated 30th November, 1967/1st December, 1967 to the Association, in which an offer of an *ad hoc ex-gratia* payment of Rs. 20 per month per workman was made by the Employer

subject to certain conditions and also the Association letter of 11th December, 1967 in the above connection ;

Whereas the parties to this Settlement are desirous of maintaining harmonious relations between the employer and his employees to prevent strikes, slow-down and lock-outs, to attain efficiency and un-interrupted operation in the plant and to promote stability in production and to obtain maximum prosperity in the industry for the benefit of all who are associated with the industry ;

And whereas the parties to this Settlement have decided to settle all disputes mutually and amicably in the interest of workmen's welfare and industrial peace. the parties have come to a Settlemen on the terms and conditions herein noted below :—

Now This Agreement witnesseth as under :

1. The Association hereby withdraws and agrees not to press before the Additional Industrial Tribunal or any other authorities :

Reference I. D. 36/67 since transferred to the files of Additional Industrial Tribunal, Bangalore, *Vide* Notification of the Government of Mysore Labour Department, FCL/402/LLD/67 of 31st July 1967

2. The Management and workmen represented by the Association agree that in the Reference I. D. No. 34/64 renumbered A. I. D. 33/67 regarding reinstatement of certain persons working under Contractors as detailed in Notification FCL/275/LLE/67 dated 9th November 1967 (published on pages 5397 to 5415 of the *Mysore Gazette*, Part IV dated 30th November, 1967) of the Government of Mysore in the Labour Department, the Association does not press for reinstatement or any other relief excepting what is stated in Paragraph No. 8 of this Agreement.

3. The Association further agrees that the workers will endeavour their best to maximise production to the best of their ability.

4. In view of this Settlement, the Association further agrees not to put forth any demands or persue any demand involving financial burden, on the employer during the period of this Agreement, excepting the existing Reference A. I. D. 1/66 before the Additional Industrial Tribunal, Bangalore.

5. The Association further agrees not to press its claim for payment of wages for Ayuda Pooja Day in Reference 8/67 pending before the Additional Industria Tribunal, Bangalore.

IN CONSIDERATION OF THE ABOVE

The Employer agrees to the following :—

6. The Employer agrees to withdraw writ Petition No. 1564/67 pending before the Hon'ble High Court of Mysore;

7. *Increase in Dearness Allowance.*—(a) The Dearness Allowance payable to the employees who are on the muster rolls of the Company on the date of this Agreement (other than those on individual contracts with the Company) shall be increased from the existing amount of Rs. 70-00 per month to Rs. 90-00 per month per workman with effect from 1st January, 1968.

(*b*) *Retrospective effect for increase in Dearness Allowance.*—The Management agrees to give retrospectively. *ex-gratia*, the increase in Dearness Allowance mentioned above, from 1st January, 1967 onwards to the employees who are on the muster rolls of the Company as on the date of the Agreement. The extra payment by way of increase in Dearness allowance from 1st January, 1967 to 31st December, 1967 (retrospective effect) will not count for purposes of Provident Fund, E.S I., Overtime, Incentive Bonus, Profit-Sharing Bonus or any other benefits. This amount would be paid in two instalments.

8. (a) It is hereby agreed that without prejudice to the contentions of the Management that the workmen referred to in Reference No. AID 33/67 as being not its workmen and as such, there being no liability for the Management to pay any sum, in view of the overall settlement entered into this day between the Employer and the workmen represented by the Association, the Employer agrees to make an *ex-gratia* payment to each of the workers mentioned in the Annexed schedule the amount mentioned against his name in full and final settlement of all the claims arising out of the said reference or otherwise.

(*b*) The Association agrees that it has no further dispute whatsover on this account and does not press for any other relief in this Reference and also undertakes not to raise any further disputes about the same subject matter. The amounts agreed to be

paid shall be disbursed after suitable identification by the Contractors under whom the said workmen have worked or by the Secretarty of the Association. In the event of any of the workmen mentioned in the Reference not having worked under any of the Contractors or if any of the said persons are already in the Employment of the Company, such persons will not be entitled to the amounts mentioned in the Annexure, against their names.

(*c*) The amount so agreed to be paid will have to be claimed by the persons entitled to it within six months from the date of this Settlement failing which no claim will be entertained.

(*d*) It is agreed to by both the parties that this part of the Settlement shall be brought to the notice of the Additional Industrial Tribunal and the Additional Industrial Tribunal be moved to pass an Award accordingly.

9. Employees on individual contracts with the Company are excluded from the purview of this Settlement.

10. The Agreement shall remain in force till 30th June, 1969. In the mean while, if the final recommendations of the Central Wage Board for Engineering Industries are made applicable to the Industry by the Government, the Employer agrees to implement the same.

11. It is hereby agreed that the workmen will not be eligible for the wages for the period of strike and consequent closure.

12. ***Anomalies and Doubts, if any, arisingin Implementing this Agreement.***—If any ambiguity, doubt or difficulty or difference of opinion in interpreting or working the terms of this Agreement or points for clarification under this Agreement, should arise, it is expressly agreed to between the parties that the decision of the Managing Agents shall be final and binding on the parties in all such matters.

In witness whereof the parties have set their hands hereunto this the Nineteenth Day of December, 1967 at Bangalore.

For Kirloskar Electric Company
Employees' Association,
(Sd) M. S. Krishnan,
19-12-67

For Kirloskar Electric Co , Ltd.,
(Sd) K.S. Lakshminarayana Rao,
19-12-67
(K. S. Lakshminarayana Rao)
Secretary.

1 . S. Krishnan, President.
(Sd) U. S. Venkataraman, 19-12- 67
U. S. Venkataraman, General Secretary
3 1 , M. S. Neelakantiah 19-12-67
M. S. Neelakantiah, Joint Secretary
(Sd) D. N. Krishna Reddy 19-12-67
D. N. Krishna Reddy, Treasurer
(Sd) Huchaiah 19-12-67
Huchaiah, Assistant Secretary

Witnesses:—

1. (Sd) M. R. K. Rau 19-12-67
2. (Sd) H. D. Hukeri 19-12-67

....
Presiding Officer,
Industrial Tribunal
Bangalore.

ANNEXURE

referred to in paragraph 8 of the Memorandum of Settlement between Kirloskar Electric Co., Ltd., and the Kirloskar Electric Company Employees' Association dated 19th December 1967.

BEFORE THE ADDITIONAL INDUSTRIAL TRIBUNAL, BANGALORE.

Reference A.I.D. 33 of 1967

Sl. No.	Name and address	Amount eligible
1	2	3
		Rs.
Contractor: Sri Arokiaswamy		
Messrs:		
1	B. G. Janardhana Rao, B. K. Gopala Rao c/o. M. Ramaiah and Sons, Krishna Building, Avenue Road, Bangalore-2. ...	39 00
2	R. Raja Rao, D. No. 15, Temple Street, Munireddy Palyam, Hebbal P. O., Bangalore-6 ...	39 00
3	Narayana Rao, U 24, 7th Cross, Srirampuram, Bangalore-21. ...	39 00
4	Krishna, D No. 131, Milk Colony, Rajajinagar, Bangalore-10. ...	39 00
5	D. A. William, D. No. 16 Chick Bazar Road, Shivaji Nagar, Bangalore-1. ...	39 00
6	Mani, D. No. 10, 2nd Cross, Dayananda Nagar, Srirampuram, Bangalore-21. ..	39 00
7	Venkatesh, M-24, 7th Cross, Srirampuram, Bangalore-21. ...	52 00
8	Anthony Kumar, D. No. 26, Chickbazar asantha Nagar, Bangalore-1. ...	39 00
9	C. Kannan, D. No. 109, Milk Colony, Rajajinagar, Bangalore-10.	29 12
Contractor : Sri. Gangadhara		
10	Venkataswamy, D. No. 157, 4th Block, Rajajinagar, Bangalore-10. ...	39 00
11	Anjanappa, Yeswanthapur, Bangalore-22. ...	39 00

1	2	3
		Rs.
12	Chikkaiah, F–14, Gayatbree Nagar, Srirampuram, Bangalore. ...	39 00
13	Suoramani A., D. No. 3, Stepping Road, Nehrupuram. ...	35 62
14	M. Sampash, c/o Arumugam, D. No. 39, II Cross Saibaba Nagar, Bangalore–21 ...	39 00
15	Lakshman, F–14, Gayattree Nagar, Srirampuram, Bangalore–21. ...	45 50
16	K. S. Ranganada, D. No. 1334, 5th Cross, Srirampuram, Bangalore–21. ...	32 50
17	Subramenya, D. No. 341, Anjanappa Garden, Mysore Road, Bangalore City–19. ...	39 00
18	R. Jayaram, c/o Arumugam, D. No. 39, II Cross, Saibaba Nagar, Srirampuram, Bangalore–21 ...	35 62
19	T. Venkatesh, D. 8754, Erranna Palya, Nagasara P. O., Bangalore–6. ...	35 62
20	Ananda Murthy, No. 36, 6th Cross, Srirampuram, Bangalore–31. ...	32 50
	Contractor : Kittappa	
21	Rangaswamy, D. 24, Narayanaswamappa, Building, Yaswanthpur, Bangalore. ...	42 12
22	Ramaiah, D. No 23, I Main Road, Rajamahal Guttahalli, Bangalore–3. ...	97 50
23	Muniappa, D. No. II, Subramanya Nagar, Srirampuram, Bangalore–21. ...	45 50
24	Narayana, D. No. 237, Subramanya Nagar, Srirampuram, Bangalore–21 ...	42 12
25	Batrayappa, D. No. 34, Subramanya Nagar Srirampuram, Bangalore–21. ...	42 12
26	Gopala, D. No. 300, Subramanya Nagar ...	29 12
27	Narayanappa D. No. 23, I Main Road, Rajamahal Guttaballi, Bangalore–3. ...	39 00
28	Rangappa, D. No. 28, Subramanya Nagar ...	32 50
29	Dasaratha, D. No. 114, Milk Colony, Rajajinagar, Bangalore–10. ...	35 62
30	M. Narayana, P–47, Gayatry Nagar, Srirampuram, Bangalore–21. ...	29 12
31	Byrappa, No. D–1, Gundappa Garden. 6th Cross Road, Malleswaram, Bangalore–3. ...	29 12
32	B. R. Janardan, c/o C. S. Sundara Rao, 799/1, and Cross Sriramapuram, Bangalore–21. ...	32 50

1	2	3
		Rs.
33	M. Muddaiah, D. No. F4, Gayatri Nagar, Sriram-puram, Bangalore–21. ...	29 12
34	Ramachandra, D No. 24, Kempaiah Block, Gutta-halli Bangalore–3. ...	35 62
35	Channakeshav, D. No. 120, Subramanya Nagar, Sriran puram, Bangalore–21, ...	45 50
36	H. Venkatesh, D. No. 261, Killari Road Banga-lore–2. ...	9 00
37	Madaiah Setty, D. No. 209, Subramanya Nagar, Siddappa Lane, Srirampuram, Bangalore–21. ...	42 12
38	Ramamurthy, D. No. 120, Subramanya Nagar, Srirampuram. Bangalore–21. ...	32 50
39	Chinnappa, D. No. Subramanya Nagar, Sriram-puram, Bangalore–21, ...	39 00
40	Venkatesh D. No. 34, Sarvodaya Nagar, Sriram-puram, Bangalore–21. ...	35 62
41	Muthu, D. No. 84, Basyamnagar, Srirampuram, Bangalore–21. ...	32 50
42	Narasimhaiah, D. No. 29, Swimming Pool Exten-sion, Srirampuram, Bangalore–21, ...	32 50
43	Rangaiah, D. No. 34, Subramanyanagar, Sriram-puram, Bangalore–21. ...	32 50
44	Siddangaiah, D. No. 5, Hosalli, Bangalore. ...	32 50
45	Rangappa, D. No. 34, Subramanyanagar ...	32 50
	Contractor Sri. G. Venkatesh Reddy (Factory Employee)	
46	R. Janardan Rao, D. No. Munireddypalya, Mothi Ramaiah, Store Helper Bk., Madadahalli. Bangalore–6. ...	45 50
47	Ramu, D. No. 132, 6th Cross, Srirampuram, Banga-lore- 21. ...	45 50
48	Krishna. D. No. 119, Subramanyanagar ...	45 50
49	Venkatesh, D. No. 95, Chinnakrishnappa Road, R. Guttahalli, Bangalore–3. ...	45 50
50	K. L. Lakshmana, D. No. 95/7, Kothamaranahalli, Rajajinagar, 1st Block, Bangalore—10 ...	45 50
51	Govinda Reddy, D. No. 1709, K. N. Extension, Yeswanthpur	45 50
52	Anjanappa. D. No. K. N. Extension, Yeswanthpur ...	45 50
53	Narayana, D. No. 23, 3rd Cross, Sriramapuram ...	45 50

1	2	3
		Rs.
Contractor :—G. Venkata Reddy		
54	Nanjaiah, D. No. 1035, 6th Cross, Sr rampuram, Bangalore—21	45 50
55	K. M. Kangaiah, D. No. 98, 1st Block, Rajaji nagar, Bangalore—10. ...	45 50
56	D. Harikrishna, D. No. 146, Milk Colony, Rajajinag r, Bangalore	45 50
57	Venugopal, D. No. 56, Ramachandrapura, Bangalore—21.	45 50
58	Jayaram Rao Jadav, D. No. 158, 7th Cross, Srirampuram, Bangalore	45 50
59	Appaji Gowda, D. No. J-109, Lakshminarayanapuram, Bangalore—21	45 50
60	Muniswamy, Do. No. E—3 Gayathrinagar, Malleswaram, Bangalore—3	45 50
61	Kempaiah, D. No. 232, c/o Kempaiah, Subramanyanagar, Store Helper, Srirampuram, Bangal re—21 ...	45 50
62	K. Ramu, D. No. 3714 6th Cross, Sriarampuram, Bangalore	45 50
63	Nagaraj, D. No. 22, Makli, Nelamangala Taluk ...	45 50
64	Hanumaiah, c/o Madaidh, Subramanyanagar ...	45 50
65	Muniveerappa, Sunkanakatte, Bangalore North ...	45 50
66	Gangaiah	52 00
67	Muniappa, c/o Siddappa ...	52 00
68	Appaji 6th Cross, Siddanada Ashram, Malleswaram, Bangalore	45 50
69	Piran Sweet-meat, Yeswanthapur, Bangalore—21 ...	45 50
70	Venkataswamy, c/o Hanumaiah, Neelagiri Papanna Block, Srirampuram, P.O., Bangalore—21 ...	45 50
71	Venkatesh do ...	45 50
Contractor : A. M. Mani		
72	G. Narayan, Q–7, Malleswaram, Maruthi Extension, Bangalore	91 00
73	Anjanappa, Gayatrinagar ...	45 50
74	Seenappa, Do. No. 22, Gayatrinagar, 7th cross, Sriram-puram, Bangalore	45 50
75	Ramaiah, D. No. F–1, Gayatrinagar, Srirampuram, Bangalore—21	45 50
76	Basappa, Subedar Palya, Yeswanthpur. Bangalore ...	45 50
77	Mayanna, Gayatrinagar	45 50
78	Hutchiah, F–35 Gayatrinagar	45 50
79	Ramakrishna, No. 96, 8th Cross, Muniappa Palya, Bangalore—21	78 00

1	2	3	
		Rs.	
Contractor : Muniyappa			
80	Muddappa, U—117, Swantatranagar, Srirampuram, Bangalore—21	117	00
81	Ramaiah; D. No. 26, Swatantra Palya, Bangalore—21 ...	45	50
82	Venkatesh, No. 115, Soantra Palya	45	50
Contractor : Bhadravathi Ramachandra Setty			
83	V. Narayan, D. No. 24, Kempaiah Block, Venkataramapuram	52	00
Contractor : Munivankataswamy			
84	M. S Kempiah, No. 424, N. R. Colony, Thyagarajanagar, Byrappa Block, Govindapna Doddi, Bangalore—4 ...	45	50
85	Shanmugam, D. No. 235, 2nd Block, Rajajinagar, Bangalore—10	52	00
86	Balan, M., C. Ganesh Laundry, 3rd Block, Rajajinagar ...	52	00
87	Narayan Rao No. 49 Madulinganahalli ...	18	50
88	Raju. No. 6, Milk Colony, Rajajinagar	35	62
89	Narayanaswamy, D. No. 10 Garguntapalya ...	39	00
90	Devaraj, D. No. 3, Ist Block, Kethamaranahalli, Rajajinagar	39	00
91	Ganesh S, D. No. 52 Dayanandanagar 6th Cross, Srirampuram. Bangalore—21	39	00
92	Gangappa, D. 259, 2nd Block, Rajajinagar ...	39	00
93	B. Somaraj, E/28, Kuppuswamy Naidu St, Vasanthanagar	39	00
94	K. M. Narayan, D. No. 38, Kethamaranahalli, Ist Block, Rajajinagar	39	00
Contractor : Venkatachalapathy			
95	Siddappa, No. 43, 17th Cross, Malleswaram ...	42	12
96	Gangadara, No. 7, Thiyarada Halli, Nelamangala Tq. ...	39	00
97	Begurlah, E-60, Gayathrinagar, Pilla Chikkana House ...	39	00
98	Puttaiah, No. 138, Gopalakrishna Iyer Colony, Errappa Block, Srirampuram, Bangalore—21 ...	39	00
99	Rudraiah, D. No. 18, Thyagarahalli, Nelamangala Taluk	39	00
100	Bhojaiah, D. No. 232, c/o, Kempaiah, Subramanyanagar, Srirampuram	39	00
101	Krishna, s/o Thimmaiah, Mathigari Road, Shivaji Building Yeswanthapur	39	00
102	Ramaiah, V—43. Pipe Lane, Malleswaram, Bangalore—3	39	00
103	Sina E—60, Gayatrinagar	39	00

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		Rs.	
104	Hanumaiah	39	00
105	Sivanna, Dhoby Nagar, Nelagadaraballi, Bagulgunte P.O.	39	00
106	Svarudraiah, D—87, Nalagadanaballi, Bagulgunte P.O.	39	00
107	M. Gangiah, D. 86, Nalagadanaballi Bolgonguate P. O.	39	00
108	Beeraiah D. 83, Nelagadanahalli	42	12
109	Lingiah, Nelagandahalli, Rajane Mane	39	00
110	Munivenkatappa, D. 33, Nelagandanaballi, Yeswantha puram, Bagulgunte North Bangalore P. O. Bangalor -15	39	00
111	Pallappa, D 68, Polahchandra, Nagavara P.O. Bangalore 15	51	00
112	Krishna Reddy, Bardappa, Yeswantpur, Pipe Lane ...	42	00
113	Papaiah, D. 26 Palace Guttahalli, Muneswara Block Bangalore	53	00
114	Gangaiah, D. 82, Nalagadanahalli	39	00
115	H. B. Lingiah, D. 48 Malavalli Thimmiah Layout, 13th Cross 8 Main Road, Malleswaram Bangalore-3 ...	39	00
116	Veerabhadriah, Rudraswara Building Yeswanthpur Pipe Lane, Bangalore	52	00
117	Ramaiah, Virgiriappa's House, Gayatrinagar, S. Puram...	45	50
	Coutractor Venkatachalapathy		
118	Hanumaiah, D. No. 63, G. Cart Driver, Geeganahalli Mosque Bangalore	45	50
119	Muniappa Sungadakette, Bangalore North ...	39	00
120	Byrappa Sungadakette, ...	42	12
121	Muneresa Sungadakette, ...	39	00
122	Thimmaiah, 1st Block, Rajajinagar, Satyanarayanaswamy Temple, Shankey factory	52	00
	Contrator G. Venkata Reddy		
123	K P. Kumar, No. 1688, K N. Extn., Yeswanthpur ...	65	00
124	B C. Munisamy, C/o Thamadiram Santhiyan Mestri Lane, Devear Jeevanahalli, Bangalore-6 ...	117	00
125	Venugopal, Prakashnagar	117	00
126	Babu, No. 4-20 (3) 1st Main Ganesh Block ...	130	00
127	Somappa, No. 96, Muniyappana Pallya, 6th Cross, Srirampuram, P. O.	117	00
128	Sitaramaiah, Balaji Cycle Works, Sriramapuram, Errappa Block	117	00
129	M. D. Ghouse, Satyanarayana Temple Street, Rajajinagar, 1st Block	117	00
130	Gundappa 1460 5th Cross, Srirampuram ...	45	50
131	Armugam, Pipe Line, Yeswantpur	45	50

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Contractor Venkatachalapathy

			Rs.	
132	Ramakka, Gayatrinagar	...	29	12
133	Kamakshamma, Yeswanthapur, Bangalore	...	29	12
134	Lakshmamma, Nea Satyanarayana Temple	...	29	12
135	Govindamma, D. No. 1750, Kamala Nehru Extension Yeswanthpur ..	...	29	12
136	Puttamma, D. No. 133, Kunigal Hutti, Kethamarana Halli, Rajajinagar ..	...	29	12
137	Kondamma, Sunedar Palya, Yeswantapur ...	...	29	12
138	Channamma, Behind Primary School, Look Road,	...	29	12
139	S. Muniyamma, D. No. 1730, Kamala Nehru Extn., Yeswanthapuram	...	29	12
140	Muniamma, Tutukanapalya Kempanna's House Sriram-puram P. O., Bangalore—21	...	29	12
141	Ammer John. Pipe Line, Yeswanthpur	...	52	00
142	Narayan, D. No. 101, Sweeper Line, Munireddy Palya	...	52	00
143	H. E. Narayana, C/o D. S. Nagamma Murthy Store	...	52	00
144	S. Narayana, Kailas Soap Factory, Malligere	...	52	00
145	R. Venkatapra, C/o Anjadi Kondamma, D. No. U-11, Ambedkar Nagar, Srirampuram P. O.	...	52	00
146	C. H. Tirupaiah, C/o D. S. Naganna Maruthy Store Guttahalli	...	52	00
147	Nagappa, Bandappa's House, Pipe Line, Yeswanthpur	...	52	00

Contractor : Dathatiah

148	C. Muniyappa, F-52, Gayatri Nagar, Srirampuram P. O.		117	00
149	Sriramulu D No. 45 IIIrd Cross Kodandaramapur	...	52	00
150	Byrappa, C/o Madhaiah, Turukanapalya, Srirampur P. O.		58	50
151	Boraiah, D. No 7 Siddanthi Block, Swimming Pool Circle Malleswaram P. O.,	...	52	00
152	Gangaiah, 105, Swathantra Palya, Srirampur	...	52	00
153	Channiah, Temple Colony, Sutedar Palya, Yeswanthapur P. O.	...	52	00
154	Timmaiah, D. No. 14, Jodi Halli, Rajajinagar 5th Cross		52	00

Contractor Sri Dathatreya

155	Krishna, C/o Ankappa Reddy Floor Mill, Pipe Line, Modern Colony, Yeswantpur	...	33	50
156	S. Sidda Gangaiah, Lakshmipura P. O.	...	58	50
157	Suryanarayana, D. No. 97, Muniswara Temple Road, Munireddy Palya, Banagalore—6	...	39	00
158	Ammer John do	...	39	00

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		Rs.
159	Sunder Rao, Kamala Nehru Extn., Yeswanthpur P. O. ...	39 00
160	Marappa, Kethamaranahalli	32 50
161	K Venkatesh 107, 8th Cross Road, Malleswaram ...	32 50
162	M Armugam, D. No. 20, Dodda Byrappa St., Venkataraya Layout Palace Guttahalli, Bangalore–3 ...	32 50
163	L. Mari, 37/5, 6th Cross Rd., Packer Srirampur, Bangalore	29 12
164	Muniyappa, Kethamaranahalli	29 12
165	Saffi ulla, C/o Hyder Baig Ganesha Transport, Mamulpet, Bangalore–2	32 50
166	Sajjana Rao, Kabir Asram	29 12
	Contractor : Muniswamy—Sand Mixture Department.	
167	Rangappa, C/o Surappa Shop, 1st Block, Rajajinagar ...	58 50
168	Venkatesh. do ...	58 50
169	Doraiswamy, C/o N.P.R. Tailoring Hall, Turukanapalya, Bangalore–21	58 50
170	Najeer, do ...	52 00
171	Hucha, C/o Surappa Shop, 1st Block, Rajajinagar, N.P.R. Tailoring Hall, Turukanapalya	58 50
172	V. Rajamanickyam, Bangalore-21	52 00
	Contractor : Muniswamy	
173	M. Ramakrishna, N.P R. Tailoring	52 00
174	Nanjappa, do	52 00
175	Muddaiahgappa, Gangatrapalya	48 62
176	Hucha Hanumaiah, C/o Surappa Shop ...	48 62
177	T. Anandan, 199, II Block ...	48 62
178	R. Rangappa Vegetable Shop, Yeswantpur ...	45 50
179	P. Govindaswamy, 199, II Block, Rajajinagar ...	45 50
180	V. Krishna, C/o K.P.S. Stores, Turukanapalya, Bangalore	45 50
181	R. Sinnoda, do	45 50
182	Basava, N.P R. Tailoring	48 62
183	K. Eswara Rao, M–100; 7th Cross, Main Road, Lakshminaray napuram, Bangalore–21 ...	45 50
184	Anjanappa, C/o Channamma, Kethamaranahalli ...	45 50
185	N. Krishnan, Prakashnagar, III Cross, D. No. 305, Srirampuram	45 50
	Contractor : Sri Venkatachalapathy :	
186	Smt. Chandramma, D. No. 1418, Kamala Nehru Extension, Yeswanthpur, ...	29 12

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Contractor : Sri Mahadeva Nair Transport :

			Rs.	
187	Muniswamappa, D. No. 30, Kunigal Hatti, Kethmaranahalli, Rajajinagar	... ...	91	00
188	Appanna, 1763, Kamalanehru	... ...	91	00
189	H Mariyappa, c/o Yadhugiri Provision Store, Yeswanthpur	... ...	42	12
190	Channappa, 27 Near Devaiah Park, Srirampuram	...	39	00
191	K V Venkatappa, 31 Kethamaranahalli Kunigal hatti Rajajinagar	... ...	39	00
192	Ramaiah, do	... ...	39	00
193	Rangaswamy, 7th Cross, Gayatri Nagar	...	39	00
194	R Venkataraman, 32, Kunigal Hatti	... ...	39	00
195	K M Ramaiah, Outhouse, Eswara Temple, Yeswanthpur	.	65	00
196	M Muniyappa, 441, Temple Colony, Subhedar Palya Yeswanthpur	... ...	65	00
197	Nanjappa, D. No. 8, Nelagadhandahalli, Bagalkote, P.O., Bangalore-15	... ...	65	00
198	H Muniyappa, 441, Temple Colony, Subedharpalya, Yeswanthpur	... ...	65	00
199	Nagaraja, 21, Narayanswamy Compund, Yeswanthpur	...	65	00
200	Gopal Rao, 90, Ramachandrapur, IV Main Road, Bangalore-21	... ...	65	00
201	Ramaiah, Outhouse, Eswara Temple, Yeswanthapur	...	65	00

Sub-Contract :

202	Muniyappa, D. No. R 21, Gayatrinagar	... ...	130	00
203	H S Basappa, D. No. G8	... ...	130	00

Contracter : Muniyappa.

204	Mani, D. No. 35, Mill Colony	... ...	130	00
205	Muniswamy, Pipe Line D No. 36	... ...	130	00
206	Varadappa, D. No. 31, Mill Colony	... ...	104	00
207	Muniswamappa	... ...	117	00
208	Raju	... ...	45	50
209	Gangappa, Channakeshava Tailoring Hall, Gayatrinagar	... ...	45	50
210	Rudrappachari, C/o H. S. Basappa, D. No. 65, Gayatrinagar	... ...	45	50
211	Marappa	... ...	45	50
212	Wilson	... ...	45	50
213	Ramaiah	... ...	45	50

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		Rs.
214	Venkataswamy, D. No. 1748, Kamala Nehru Extension...	39 00
215	Puttamma, D. No, 104, Kalappa Block ...	32 50
216	Muniamma, D. No 184, 7th Cross, Prakash Nagar ...	32 50
217	Gouramma, D. No. 13, Subramanya Nagar ...	32 50
218	Hanumakka, Subedar Palya, near Narayanaswam, Bangalore	32 50
219	Haffeeja, D. No, 18, Madappa Reddy, Subramanya Nagar	32 50
220	Krihnapilai, D. No. 14, Milk Colony	45 50
	Contractor: Sri Kempaiah.	
221	Rangaswamy. Gayatrinagar, 7th Block ...	45 50
222	Gangaih, D. No. 82, Swatantra Palya ...	39 00
223	Narasimhiah, Surappa's Shop Kottamaranahalli, Rajajinagar	45 50
224	S Narasimhiah, D. No. 284, Guttahalli ...	45 50
225	Chinnakanna, D. No. 184, Praksh Nagar ...	45 50
226	Narayanaswamy do	45 50
227	Chandrappa, 13th Cross, Malleswaram ...	32 50
228	Mahaih, D. No. 6 3, 13 h Cross, Malleswaram ...	32 50
229	Amruthamma, Chandrappa Huts, Yeswanthapuram ...	32 50
230	Chinnamma, do ...	32 50
231	Pattamma, do ...	32 50
232	Madamma, Surappa Huts, Kethamaranahalli, Rajajinagar	32 50
	Contractor : Sri Doraiswamy	
233	Pattamma, No. 184, Prakash Nagar	39 00
234	Govindaraju, do	52 00
235	Srinivasa Reddy, do	65 00
	Contractor : Venkataram	
236	Lakshmana, Gayatri Nagar	45 50
237	Ramachandra, Subramanyanagar	45 50
238	Narasamma, D No. 1035/C, 94, 6th Cross, Sreerampuram	45 50
239	Sivaramaiah, C/o, Tailor Ramakrishna. Gayatrinagar ...	45 50
240	S. Siddiah, Banareddy Circle, Srirampuram ...	45 50
241	Chickabanumaiah, 6th Cross, Srirampuram ...	45 50
242	Poojamma, D/o Ramaiah Mathikere ...	32 50
243	Jayamma, D. No. 441	32 50
244	Bettamma, Pipe Lane, Yeswanthapuram ...	32 50
245	Venkatamma, Near Narayanaswamy Bangle, Subedar Palya	32 50

1	2	3
		Rs.
246	Kempamma, Pipe Line, Yeswanthapur ...	... 32 50
247	Rajamma ...	... 32 50
	Contractor : Sri Vaddara Muniswamy	
218	Varajaraju, Subedarpalya ...	... 45 50
249	Vanniah ...	... 45 50

For Kirloskar Electric Company Employees' Association.

(1) (Sd.) M. S Krishnan,
President 19-12-67

(2) (Sd.) U. S. Venkataraman,
General Secretary 19-12-67

(3) (Sd.) M. S. Neelakantaiah,
Jt. Secretary 19-12-67

(4) (Sd.) D. N. Krishna Roddy,
Treasurer 19-12-67

(5) (Sd.) Huchaiah,
Asst. Secretary 19-12-67

For Kirloskar Electric Co. Ltd.,

(Sd.) K. S. Lakshminarayana Rao,
Secretary 19-12-67

Witness :

(1) (Sd.) M. R. K. Rao
19-12-67

(2) (Sd.) H. D. Hukeri
19-12-67.

V. C. RAMACHANDRAN,
Presiding Officer,
Industrial Tribunal, Bangalore.